

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: DANIEL F. BLEDSOE

Where Assigned: Special Investigative General Fugitive Unit
(Division) (Section, Unit)

Official Position Title: Special Agent, GS-13

Rating Period: from April 1, 1962 to March 31, 1963

ADJECTIVE RATING: EXCELLENT Employee's Initials
Outstanding, Excellent, Satisfactory, Unsatisfactory DFB

Rated by: Alfred B. Eddy Section Chief 3/31/63
Signature APD Title Date

Reviewed by: S. L. Evans Assistant Director 3/31/63
Signature Title Date

Rating Approved by: M. P. Callahan Assistant Director APR 9 1963
Signature Title Date

TYPE OF REPORT

Official

REC-130

67-534477-89
Searched _____
Administrative _____
APR 4 1963

Annual

NARRATIVE COMMENTS

Note: The regulations require that OUTSTANDING ratings be supported by a statement in writing setting forth IN DETAIL the performance IN EVERY ASPECT and the REASONS for considering each worthy of SPECIAL COMMENDATION.
UNSATISFACTORY ratings must be supported by a statement in writing stating (1) WHEREIN the performance is unsatisfactory, (2) the facts of the (90 day) PRIOR WARNING, and (3) the efforts made AFTER THE WARNING TO HELP the employee bring his performance up to a satisfactory level.

By letter dated 9/28/62, SA Bledsoe was commended concerning the submission of an adopted suggestion regarding the use of stamps in placing certain information on SF 85. This suggestion assisted in streamlining certain of the Bureau's operations.

SA Bledsoe by letter dated 1/9/63 was commended through the Chairman of the Special Investigative Division Streamlining Committee for the part he played as a member of this effective committee.

DANIEL F. BLEDSOE
SPECIAL AGENT, GS-13
\$11,150, EOD 3/14/55
GENERAL FUGITIVE UNIT
FUGITIVE SECTION
SPECIAL INVESTIGATIVE DIVISION

PART I

SA Bledsoe dresses in a very neat, businesslike fashion, giving a well-groomed personal appearance. He has a pleasant friendly personality with the ability to be forceful and businesslike when the occasion demands. He is completely available and there appears to be no physical limitation affecting performance of an arduous nature.

During the rating period from April 1, 1962, to November 12, 1962, SA Bledsoe was assigned to the Case Opening and the Special Inquiry Units of the Employees Security and Special Inquiry Section. While in the Case Opening Unit he was engaged primarily in the processing of loyalty forms and other correspondence submitted to the Bureau by other departments and agencies. In the Special Inquiry Unit he supervised and prepared summaries for the White House and other agencies in connection with Presidential appointees.

From November 13, 1962, to March 31, 1963, SA Bledsoe has been assigned to the Fugitive Section of the Special Investigative Division and delegated supervisory duties in the General Fugitive Unit. In his present capacity, SA Bledsoe supervises field investigations concerning the location and apprehension of fugitives in many major Bureau classifications including bank robbery, extortion, kidnaping, etc. He is also assigned supervision concerning the investigation to apprehend two of the Ten Most Wanted Fugitives.

SA Bledsoe has demonstrated above-average ability to work under pressure and has gained a good working knowledge of the procedures required. He is energetic and industrious and exhibits an outstanding attitude towards his work.

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee DANIEL F. BLEDSOETitle Special Agent, GS-13Rating Period: from 4/1/62 to 3/31/63**RATING GUIDE AND CHECK-LIST**

- Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.
 Rate items as follows:
 + Outstanding (exceeding excellent and deserving of special commendation).
 E Excellent.
 ✓ Satisfactory (good or very good).
 - Unsatisfactory.
 O No opportunity to appraise performance during rating period.

Guide for determining adjective rating:

- "Outstanding" adjective rating requires (A) that all rated elements be "+" and (B) that each and every rated element be factually justified by narrative detail on reverse of Form FD-185.
- "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
 - Any element rated "Unsatisfactory" must be supported by narrative comments.
 - An "official" adjective rating of "Unsatisfactory" must comply with the requirements described on the reverse of form FD-185.

- E (1) Personal appearance.
- E (2) Personality and effectiveness of his personal contacts.
- + (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).
- E (4) Physical fitness (including health, energy, stamina).
- E (5) Resourcefulness and ingenuity.
- + (6) Forcefulness and aggressiveness as required.
- + (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + (8) Initiative and the taking of appropriate action on own responsibility.
- E (9) Planning ability and its application to the work.
- ✓ (10) Accuracy and attention to pertinent detail.
- + (11) Industry, including energetic, consistent application to duties.
- E (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.
- E (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- E (14) Technical or mechanical skills.
- + (15) Investigative ability and results:
 - O (a) Internal security cases
 - + (b) Criminal or general investigative cases
 - + (c) Fugitive cases
 - O (d) Applicant cases
 - O (e) Accounting cases
- O (16) Physical surveillance ability.

- ✓ (17) Firearms ability.
- O (18) Development of informants and sources of information.
- O (19) Reporting ability:
 - O (a) Investigative reports
 - O (b) Summary reports
 - E (c) Memos, letters, wires
 - (Consider: ✓ conciseness; E clarity; E organization; + thoroughness; E accuracy; + adequacy and pertinency of leads; E administrative detail.)
- O (20) Performance as a witness.
- E (21) Executive ability:
 - E (a) Leadership
 - E (b) Ability to handle personnel
 - E (c) Planning
 - E (d) Making decisions
 - E (e) Assignment of work
 - E (f) Training subordinates
 - E (g) Devising procedures
 - E (h) Emotional stability
 - E (i) Promoting high morale
 - E (j) Getting results
- O (22) Ability on raids and dangerous assignments:
 - O (a) As leader
 - O (b) As participant
- + (23) Organizational interest, such as making of suggestions for improvement.
- + (24) Ability to work under pressure.
- (25) Miscellaneous. Specify and rate:
 - E Dictation ability _____

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.): Supervisor, Fugitive Section, Special Investigative DivisionB. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker): Investigator, Desk man

- Is employee available for general assignment wherever needs of service require? yes. (If answer is not "yes," explain in narrative comments.)
- Is employee available for special assignment wherever needs of service require? yes. (If answer is not "yes," explain in narrative comments.)
- Has employee had an abnormal sick leave record during rating period? no. 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no. (If answer to either question is "Yes," explain in narrative comments.)
- Is employee qualified to operate a motor vehicle incidental to his official duties? Yes No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING: EXCELLENT EMPLOYEE'S INITIALS JFB
 Outstanding, Excellent, Satisfactory, Unsatisfactory